



BOARD OF EDUCATION COMPENSATION COMMISSION
Meeting Minutes – Meeting Twelve
December 18, 2019
Executive Office Building, 101 Monroe Street – 2nd Floor
Rockville, Maryland

THIS MEETING WAS ATTENDED BY TELECONFERENCE
STAFF WAS PRESENT AT THE EXECUTIVE OFFICE BUILDING

Attendance

Members Present:

Jaye Espy, Chair
Jennifer Sawin
Mark Spradley, Vice Chair
Jason Washington

Staff Present:

Dale Tibbitts, Spec. Asst. to the County
Executive
Beth Gochrach, Office of the County
Executive

Members Absent

Ting Chau

1. Call to Order

Chair Espy called the meeting to order at 7:07 PM.

2. Roll Call

Four Commissioners attended by teleconference. Cm Ting Chau was absent.

3. Adoption of Minutes

The minutes of the December 16, 2019, minutes were approved with amendments.

The minutes of the December 9, 2019, minutes which were previously approved, were reviewed and approved again with amendments.

4. New Business

a. Review of Report

Chair Espy began the review of the report. Cm Sawin and Cm Washington edited the report in Google Docs as Commissioners were reviewing the report and suggesting revisions. The Commissioners discussed Cm Chau's changes to the document. Cm Sawin ran a computer comparison of them against the current version of the report in Google docs and informed Commissioners of the changes. Several, but not all, of the changes were approved by the Commission, including adding "family" to student income, adding "comprehensive" to normal academic subjects, and adding "technology and career education programs."

Regarding information on Board staffing provided by President Shebra Evans, Cm Washington noted that there are 16, not 15, staff members and he thought that was a fairly large support staff, although he wasn't sure if all positions were filled. Commissioners discussed the analyst positions, and noted that there is a new budget analyst position, which was recently added.

Under Factor 1, the Commission agreed to change the order of the paragraphs, citing the Board's quasi-judicial role first. Under Factor 3, it was decided to add in a footnote that school "peer districts" had been identified by MCPS.

In Chapter 3, under the "Household Profiles" section, there were some changes to the language regarding quintile household income.

Regarding Factor 5, salaries of key MCPS employees, Vice Chair Spradley and Cm Washington discussed how much information to include, given that the Commission was charged with considering this. Cm Sawin recommended that salaries of BOE staff who are not listed in the Appendix not be called out in the report. It was decided to add language that the Commission reviewed the salaries of key MCPS employees as set forth in Appendix 4-6.

Under Factor 7, other relevant information, SMOB considerations, it was decided that more information about student Board member responsibilities should be included. Chair Espy asked if the information provided by student Board member Nate Tinbrite was useful. Commissioners felt that it was useful but that they had enough quotes in the articles shared by Cm Spradley, and they were not breaking out any single student member. It was noted that the student member assumes a lot of responsibilities that other Board members do not have, such as interfacing with the 166,000 MCPS students, visiting all of the 25 high schools and 40 middle schools to meet with students, and convening student town halls. The Commission decided to include that information at the end of the first paragraph under Factor 7 in order to emphasize its importance. Commissioners also decided not to publish the past and present student Board members' names in the report. This was consistent with the other Board members' names not being published.

Under compensation recommendations, because the law doesn't appear to consider the scholarship to be "compensation," the Commission revised the language regarding its recommendation to the delegation to revisiting the provision of compensation for the student Board member in the future. There was discussion of the use of the term compensation and stipend regarding the student Board member.

CM Sawin asked how the survey data was going to be formatted and included with the report. It was suggested that the survey graphics be provided in an appendix, and then a link added to the top of the bar graph for the full survey with expanded answers. This would require that the full survey results be added to the Commission's website.

There was discussion about providing a link to the minutes or providing the minutes in an appendix. It was decided to include the minutes in an appendix.

The Commission discussed the report's formatting consistency, including fonts, headers, footnotes and text justification. Cm Washington said that he would make the final edits, and after being sure that the formatting was okay in Google docs, he would then drop the report into a Word document. Staff Tibbitts agreed to export the Word document into a PDF file and format the report to include the report and appendices, and possibly a table of contents. He also agreed

to pull together the survey results. It was mentioned that a copy of the legislation needed to be dropped into Appendix 1.

5. Future Meeting Schedule

Chair Espy asked if the Commission need to reconvene to adopt minutes.

Staff Tibbitts noted that the report was due to the delegation on January 8, so it was advisable to finish the report as soon as possible.

It was decided that there would be another meeting by conference call on Monday, December 23 at 7:00 PM at which the Commission could adopt any outstanding minutes and formally adopt the report.

Chair Espy noted that she will be out of town, and Vice Chair Spradley could approve the agenda and chair the meetings. Cm Sawin and Cm Washington stated that they will be in town for the holiday break and can provide any assistance needed to complete the report.

The meeting was adjourned at 9:01 PM.

Respectfully submitted,

Beth Gochrach